

Learning Framework for Leaders of the 'Next Normal'

The pandemic had forced an unprecedented operational model on all of us, leading to a collective technical burnout in the workforce. This burnout was not only followed by a strained product delivery structure but also exposed the gaps in our employee well-being strategy. During those adverse situations, modern-day leaders utilized their expertise and learning to innovate new mechanisms and lead the organization to create a sustainable business.

Strategies and tools used during the pandemic have reshaped the traditional mechanics of work. After two years of adaptation and extensive usage of these mechanics, they are all set to replace the old business work models and become the next normal. Blended learning, employee well-being, and steady growth are going to be the central themes of any future framework articulation and industry leaders are going to pivot this post-pandemic world order toward curating holistic business strategies.

Learning to adapt and foresee future market trends is a skill required to be an efficient business leader in the post-pandemic business world. The significance of personalizing employee experience through sensitive leadership while maintaining an efficient work delivery is the lofty challenge that top business guns look to overcome. Learning the sound approach to these challenges can create a leadership that is capable enough to deal with sudden business disruptions convincingly without hitting company profits.

Deliberating, developing, and deploying an effective business framework that promotes learning as the key arch of balance could be the difference between the success and failure of any organization.

Why new-age leadership learning is important

Trusting the expertise of your leaders allows them to take productive decisions and create innovative management solutions. But overlooking their upskilling and learning requisites can cause a massive impact on their overall experience within the organization.

If the business leaders are not willing to stay with the problems a bit longer, the prospects of decoding that problem reduce drastically. Creating a will to induce innovation during the grittiest challenges can only be achieved with the aid of the right knowledge. Equitable upskilling of leaders empowers them to do better. Calculated risk assessments and to develop a vision for the future growth of the organization that eventually leads to the development of an evolved company culture where employees work together to achieve a sizable team goal.

Steps towards a sustainable learning framework

In the post-COVID scenarios, learning and upskilling is no longer a process that includes extensively long seminars or month-long workshops. Technology has brought expert learning solutions right to our smartphones, and these democratized opportunities allow its users to learn at their convenience. Hence, creating a remote learning environment for your leaders must be part of your learning framework.

Involving the leaders during the learning period in experimenting with their learned skills to solve real-world problems can make the foundations of learning go deeper than ever. Taking your training online and reducing the gap between learners and resources through means of technology is one of the key aspects of developing a better-trained workforce for a new normal.

Right assessment of the capabilities of different leaders and their willingness to pursue a particular field becomes critically important.

Essentials to shaping an L&D strategy for leaders

Here are a few key principles organizations must aim to adhere to while crafting their leadership L&D strategies:

1. Even the finest L&D strategies can lack a clear vision of business objectives, leading to a mismatch between long-term financial expectations and investments in deploying the learning framework. Having a clear number to target business growth while strategizing learning opportunities for leaders can go a long way.
2. Creating an environment where upskilling is appreciated amongst the leaders and competitive learning is promoted through the right means, is quintessential to the process of drafting an effective learning strategy.
3. Providing a bandwidth to your leaders that can accommodate learning during their working hours could be an ideal way of promoting a better employee experience rather than pressing certifications on your leaders for the sake of it.
4. Measuring the success of your learning framework in terms of instant revenue increase is not suitable due to the very nature of learning outcomes. Aim for long-term business growth and align your goals to achieve short term objectives.

Retaining the talented top-brass

Right after the pandemic, the global industry faced *‘The Great Resignation’* as a repercussion of rigid organizational practices toward employees. This sudden disruption increased pressure on the top leadership. This spurt of mass resignation not only deepened the financial wounds of companies but also cost them to lose most of the top talent that they have groomed for years.

While discussing your learning framework, key attention must be paid to driving better employee retention by means of holistic well-being strategies and providing a work-life balance to your employees. Because training your employees and eventually losing them to your competitor due to bad employee experiences could possibly be the worst dream of any employer.

The way forward

Businesses run toward the direction shown by their leaders. From leading the workforce to driving innovation toward work automation, leaders are the ones who get the balls rolling. They are the support systems that hold the fundamental business strategies together and lead their workforce to achieve common organizational goals.

The right learning framework for leadership has the potential to transform innovation in product, production, and process, and this pandemic has brought the significance of digital learning to the broader light. No business can grow without a learned leadership and hence, investing in the deployment of the right learning solution for your leaders can pave the way toward organizational success.